

Michael R. Pozesny

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Summary

Creative multitasker with a history of positive accomplishments: Project Manager, Training Director, Quality Assurance Director, Entrepreneur and Consultant with executive accomplishments in Public Safety Training, Mental Health, and Academic Roles. Core competencies include adaptability, communications, integrity and ethics, organizational support, and professionalism in operations management, from collaboration and project design to creation, implementation, and administration.

Education

PURDUE UNIVERSITY GLOBAL, LAFAYETTE, IN Master of Science in Psychology – 4.0 GPA	07/2020
CAPELLA UNIVERSITY, MINNEAPOLIS, MN Master of Science in Public Safety - Emergency Management – 3.8 GPA	10/2015
KAPLAN UNIVERSITY, FT. LAUDERDALE, FL Master of Science in Adult Education – Instructional Technology – 4.0 GPA	06/2015
NOVA SOUTHEASTERN UNIVERSITY, FT. LAUDERDALE, FL Master of Science in Criminal Justice – 3.9 GPA Graduate Certificate in Substance Abuse	09/2004
INDIANA UNIVERSITY, BLOOMINGTON, IN Bachelor of Science in Social and Behavioral Sciences – 3.5 GPA	07/1996
PASCO-HERNANDO STATE COLLEGE, NEW PORT RICHEY, FL Associate of Arts – 3.7 GPA Associate of Science in Business Administration – 3.7 GPA Associate of Science in Marketing Management – 3.8 GPA	08/1989

Academic Administration & Faculty Appointments

PURDUE UNIVERSITY GLOBAL

PT Adjunct Professor/Course Lead (Synchronous eLearning) – taught 96 online college courses. 03/2010 – Present
Courses Taught: Family and Domestic Violence, Crisis Intervention, Crisis Negotiations, Drugs and Alcohol in the Criminal Justice System, Managing Criminal Justice Organizations, Juvenile Justice.

STATE OF FLORIDA, TOMOKA CORRECTIONAL INSTITUTION

Education Supervisor and Instructor-led Course Trainer CTE and GED Programs 02/2018 – 02/2019

- Managed the Education Department at a major state prison of 1,200 inmates. Developed implementation plans, monitored institutional transition, and evaluated results. Improved substandard educational operation to one generating superior results.
- Certified Pearson Vue Test Administrator for the GED. Passed the FL teaching licensure test for teaching 9–12.
- Added Stetson University college credit and Perkins Grant process, leading to on-campus college credit programs.
- Increased GED completion rates to 215% over the prior year through improved teaching processes and techniques.
- Managed and upgraded CTE programs in Masonry and Construction Technology.

ASHFORD UNIVERSITY

PT Associate Professor (Synchronous eLearning) – taught 87 online college courses. 02/2011 – 04/2018

Courses Taught: Intro. To Criminal Justice, Investigations Management, Crime and Society, Social Justice and Ethics, Homeland Security Organization, Consequence Management: Terrorism Preparation and Response, Security Administration, Juvenile Justice, and others.

DEVRY UNIVERSITY

PT Visiting Professor (Synchronous eLearning) – taught 65 online college courses.

10/2009 – 04/2018

Courses Taught: Theory and Practice of Corrections, Deviant Behavior, Intro. To Criminal Justice, Research Methods in Criminal Justice, Correctional Counseling, Emergency Planning, Crime Scene Investigation, and others. Taught Emergency Management using the Simulations and Labs model.

AMERICAN INTERCONTINENTAL UNIVERSITY

PT Adjunct Professor (onsite) – taught 9 onsite college courses.

01/2004 - 12/2006

Instructor-led Courses Taught: Advanced Studies of Law Enforcement, Correctional Systems, Criminal Law, Criminology, Drugs and Crime, Introduction to Criminal Justice, Substance Abuse and Crime in America, and Victimology.

University Course Instructional Design Experience

Crisis Negotiations – Purdue University Global

Family and Domestic Violence – Purdue University Global

Theory and Practice of Corrections – DeVry University

Correctional Counseling – DeVry University

Research Methods in Criminal Justice – DeVry University

Emergency Planning – DeVry University

Emergency Management – DeVry University

Criminal Investigations - DeVry University

Senior Management Experience

THE SOUL RECOVERY HUB, AUDUBON, IA (ONSITE)

Owner

01/2025 - Present

- Responsible for business formation. Development of all podcasts, YouTube, and Recovery Radio online radio station.
- Built the online Learning Management System with full responsibility for online training and certification curriculum development, design, installation, and administration.

DR. ELAINE'S SOIL FOODWEB SCHOOL, CORVALLIS, OR (REMOTE)

Dean of Academic Affairs

10/2020 – 10/2024

- Managed curriculum design and instructional support for a successful online soil microbiology training program, serving approximately 3,000 current CT/E students.
- Managed the Curriculum Design Team and global instructional staff input via G Suite and a 24/7 production concept.
- Responsible for restructuring the instructional approach, including all course materials, methods, and LMS, to meet CPD and IACET accreditation in 2023 and Oregon Career School licensure afterward. Expanded instructional delivery to include branched scenarios, decision trees, improved testing, and digital flashcards to enhance student knowledge retention, and to evolve the LMS into an evolved VLE employing best practices.
- Facilitated the establishment of Career Paths, the adoption of Culture Amp as an employee retention tool, and the creation of a Quality Assurance role with integrated reporting of corporate KPI performance measured against holistic student outcomes to improve staff and student retention.

THE MISDEMEANOR PROBATION RESOURCE CENTER (CSRA PROBATION), DELTONA, FL (REMOTE)

State Training Director

11/2016 – 03/2020

- Performed needs analysis and project management training coordination for 125+ community corrections staff.
- Wrote, created, and administered Synchronous eLearning, Instructor-led, Blended, and Independent Self-study training solutions that meet state certification standards for all probation staff. Created the website and used multiple programs for audio, video, content, learning management system, and HTML5 applications used across 24 offices.
- Created the "Probation Addictions Specialist" (PAS) certification program to train POs better to supervise substance-involved defendants, a first-of-its-kind program in Georgia.

THE AMERICAN PUBLIC SAFETY TRAINING INSTITUTE (TAPSTI) a 501(c)(3), OSTEEN, FL (REMOTE)

Executive Director

11/2013 – 10/2016

- Created and managed all functions for a non-profit startup that provided online internship opportunities to help college students complete their degree programs. Wrote the initial budget, recruited 55 volunteer interns, processed all payables, established meaningful relationships with multiple colleges and universities, and managed project delivery for 114 online courses.

SENTINEL OFFENDER SERVICES, DULUTH, GA

State Probation Training Director/State Quality Assurance Director/Regional Director

02/1999 - 10/2008

- Managed probation office for up to 3,400 defendants; ensured compliance with court orders and county requirements. Ensured optimal case management, maintained the Human Resource system, and held P&L responsibility.
- Managed all training for up to 26 private probation offices across the state. Applied data collection and analysis from internal audits to recommend training design, development, evaluation, and CQI. Checked work design against employee needs assessments and developed instructional materials to meet needs while improving ILT and LMStraining.
- Created, implemented, and delivered courses via Synchronous eLearning, Instructor-led, Blended, and Independent study training solutions meeting state standards in Substance Abuse, Mental Health, Domestic Violence, Anger Management, Street Drug Gangs, Courtroom Procedures, Psychopharmacology of Illicit Drugs, and more. In addition, managed the "Basic Probation Officer Training" (BPOT) program for all new staff and certified staff in substance abuse detection, procedures, and testing. Selected instructional techniques based on the subject matter, student profiles, and expected outcomes, and created "Sentinel University" to unify and standardize training statewide.
- Taught staff program planning and case management techniques while supporting probated populations with resources in life skills enhancement.
- Served as Subject Matter Expert and State Substance Abuse Director, coordinating Drug-Free Workplace program and over 25,000 offender drug screens annually, including supplies, logistics, and A/P. Determined drug testing equipment and performed quality assurance operations testing.
- Designed and utilized instructional interventions to guide Drug court outcomes and participated in the National Assn. of Drug Court Professionals while certified as the Southeast United States Regional Trainer (R-CPCT) for the Drug and Alcohol Testing Industry Association (DATIA).
- Designed, implemented, and directed a statewide Criminal Justice Quality Control System measured through a Quality Assurance Team. Designed the database and reports for performance audits for over 110 courts and, as a result, implemented, disseminated, and evaluated non-instructional interventions to increase statewide probation productivity and operations quality. Effectively interfaced with Judges, prosecutors, and investigators throughout the state.

THE STATE OF GEORGIA, ATLANTA, GA

Statewide Public Safety Law Enforcement Trainer

02/1992 - 02/1999

- POST-Certified Law Enforcement Instructor with Specialized Instructor Certification in Emergency Medicine, Defensive Tactics, Hazardous Materials, Fire Safety, Firearms, Tactical Munitions, and more.
- Certified as a Mental Health Officer and Special Management Unit Officer by the State DOC. Worked at Levels 3 & 4 of Mental Health for roughly 2 years in a Close/Max security institution.
- Communicated effectively in visual, oral, and written forms while developing and/or delivering instruction in 62 law enforcement, corrections, probation, and parole courses as a General Public Safety Training Instructor II with over 5 years of experience training police, sheriff, correctional, and jailer staff statewide.
- As a member of the Metropolitan Atlanta Gang Intelligence Network (MAGIN), performed gang surveillance, research, and investigative services on street gangs and domestic terrorist organizations in Georgia to enhance law enforcement staff's knowledge and tactical skills across multiple jurisdictions statewide.
- Helped track drug distribution networks and taught various agencies about gang and drugsales.
- Managed the high-level strategy development team for the Serious Learning Game Emergency Management Training program, serving over 15,000 state employees across 60 locations. Identified and responded to the ethical, legal, and political implications of specialized design in multiple-agency emergency environments.
- Completed Hostage Negotiation School and other training and served as Security Chief during the 1996 Atlanta Olympic Games. Worked as a member of the State Olympic Law Enforcement Command and coordinated antiterrorist planning with state and federal agencies. Taught Incident Command Systems and NIMS to public safety personnel at multiple state levels, and served in a State EOC to manage security assets during the Olympics.
- Delivered and coordinated Instructor-led training with local and state emergency management agencies, and conducted Simulation and Lab exercises with audiences of up to 250. Served as State Liaison with the State of Ohio, collaborating with strategic management on their emergency management training system. Implemented new instructional design strategies and adult learning models to create desired emergency management training outcomes.
- Designed and implemented a Hazard Control Plan and support system for 450 correctional employees at a close-security state prison with close/maximum-security mental health facilities. Created and conducted Instructor-led training on that system.
- Served as a trainer for the National Institute of Justice in Deciphering Encrypted Gang Writing, using materials provided by and in collaboration with the Federal Bureau of Investigation.

Mental Health Experience

St. GREGORY AND IVORY PLAINS RECOVERY CENTERS, BAYARD, IA

Counselor/Therapy Lead/Operations Director

04/2024 – 06/2025

- Conducted biopsychosocial intake assessments to determine the appropriate level of care, ICD and DSM codes.
- Delivered individual and group therapy sessions grounded in evidence-based modalities; facilitated all mental health group programming in both faith-based and 12-step formats.
- Developed and implemented individualized treatment plans and led discharge and after-care planning in collaboration with clinical supervisors.
- Provided therapeutic crisis intervention and coordinated appropriate referrals when escalated care was required.
- Maintained accurate, timely clinical documentation in EMR systems, in full compliance with HIPAA, Iowa state regulations, and accreditation requirements.
- Designed and implemented specialty client groups and clinical program modules; educated and mentored clinical staff.
- Provided case management services across the full treatment continuum from admission through post-discharge planning.

PEARL OF THE SEA RETREAT, ST. AUGUSTINE, FL

Director of Operations (contract consulting)

08/2019 - 11/2019

- Hired as an operations consultant to manage operations and program development of a startup Detox facility with a residential treatment branch.
- Facilitated writing of Clinical, Emergency Mgmt., Human Resources, Infection Control, IT Mgmt., Admin and Leadership, medical Mgmt., Performance Improvement, Financial, Compliance, Nursing, Environment of Care, Maintenance, Trauma-Informed Practices, and other Policy and Procedure manuals.
- Managed preliminary budget reconciliations, P&L, and other financial spreadsheets.
- Assisted with successful DCF and Joint Commission accreditation, achieving 100% scores in both.

ADDICTIONS TREATMENT ADVOCATES, DEBARY, FL

Clinical Supervisor

02/2019 – 08/2019

- Designed an addiction program using trauma-informed Moral Reconciliation Therapy and Motivational Interviewing.
- Counselor for Domestic Violence, Anger Management, Substance Use Disorders, and Individual Needs.
- Set up a preliminary Drug Court program.

ACE-DVIP, NEW SMYRNA BEACH, FL

Batterer Intervention Program Counselor, DAYTONA BEACH, FL

08/2017 – 10/2018

- Served as a Domestic Violence Specialist and co-facilitated the Batterers Intervention Program (BIP) counseling for Volusia County courts using the Duluth Model and Anger Management counseling methods

TURNING POINT COUNSELING/GEORGIA LIFEWORKS, JONESBORO, GA

Counselor and Owner

06/2008 – 06/2011

- Collaborated with judges and community advocates to assess needs and developed strategies to support substance abuse reduction, counseling, and recovery efforts.
- Provided Domestic Violence counseling to abusers, trauma assistance to DV survivors, and improved community awareness of Domestic Violence through the State Court by training court and advocacy staff.
- Helped design, build, and manage a 24-bed reentry recovery residence based on Moral Reconciliation Therapy and sound recovery socio-environmental requirements for eventual CARF accreditation
- Managed public safety support, planning, budgeting, goal setting, and expansion planning for a full-service counseling business. Responsible for case management, assessment, operations, and P&L.
- Performed Biopsychosocial Assessments and Counseling for Alcohol and Drugs, Anger Management, and Domestic Violence. Created a Felony Theft program for Superior and State Courts. Achieved a 93% success rate with felony pre-trial defendants. Focused most of the work on younger offenders.

Other

OFFICE OF JUVENILE JUSTICE AND DELINQUENCY PREVENTION (REMOTE)

PT Grant Application Peer Reviewer - Contract

12/2019 – Present

- Peer Reviewer for federal grants, helping ensure credible federal investment in criminal justice programs.

Online Learning Management Systems and Software Experience

- Angel, Blackboard, E-College, Moodle, Canvas, Brightspace, LearnDash
- Microsoft Word, Excel, Access, Outlook, PowerPoint, and Project
- SPSS, Adobe, Storyline, Rise 360, Audacity, Crazy Talk, Loom, Paint, Screaming Bee, Smart Draw, Camtasia, Zoom

Professional Recognition

- American Police Hall of Fame - Awarded Honor Medal for Public Service (Illegal Drug Reduction)
- Mayor's Awards - Volunteer firefighting (Pasco County, FL)
- County Commission - Hurricane rescues (Pasco County, FL)
- Task Force on Child Abuse Chairman – (Pasco and Hernando counties, FL)

Licenses, Certifications, Registrations Earned

Certified EMDR Therapist	EMDR Consultants, Inc.
Certified International Alcohol & Drug Counselor	State of Iowa #24086
Certified Domestic Violence Risk (DV-R) Assessor	Johns Hopkins University School of Nursing
Certified in Domestic Violence	American Academy of Experts in Traumatic Stress
Certified Facilitator – Veteran's PTSD Counseling	Correctional Counseling, Inc.
Certified Facilitator – Trauma Counseling	Correctional Counseling, Inc.
Certified Facilitator – Domestic Violence	Correctional Counseling, Inc.
Certified Rescue Specialist	State of Georgia Emergency Management Agency
Refuse to Be a Victim Instructor	National Rifle Association
Certified Facilitator – Prime for Life	Prime for Life
Certified Facilitator – Moral Reconciliation Therapy	Correctional Counseling, Inc.
Certified Professional Collector Trainer	Drug and Alcohol Testing Industry Assn.
Certified Instructor - Drug Endangered Children	Georgia Alliance for Drug Endangered Children
Certified First Aid/CPR/AED Instructor Trainer	American Red Cross
Certified Identi-Kit Instructor	Identi-Kit Solutions, Smith & Wesson
Certified Anger Management Specialist	High Impact Training & Counseling
Rapid Drug Screen Tester	American BioMedica Corporation
RapidTec Drug Tester	American BioMedica Corporation
Drug Abuse Recognition Technician	MedTox, Inc.
Electronic Monitoring Instructor	Sentinel Offender Services, LLC
Certified Defensive Driving Instructor	National Safety Council
PharmChem Instructor	PharmChem, Inc.
Certified Poison Instructor	Georgia Poison Center
MedTox Drug Screen Tester Instructor	MedTox, Inc.
Roche/Varian Drug Screen Instructor	Varian, Inc.
SECON Drug Screen Instructor	SECON NE
Certified Fire Safety Instructor	Peace Officer Standards and Training
Certified Defensive Tactics Instructor	Peace Officer Standards and Training
Certified Emergency Medical Instructor	Peace Officer Standards and Training
Certified Firearms Instructor	Peace Officer Standards and Training
Certified Hazardous Materials Instructor	Peace Officer Standards and Training
Certified Incident Commander	State of Ohio - Corrections
Certified Tactical Munitions Instructor	Georgia Department of Corrections
Certified Public Fire Safety Education Instructor	Georgia Public Safety Training Center
Certified Spontaneous Knife Defense Instructor	PPCT Management Systems, Inc.
Certified Pressure Point Control Tactics Inst.	PPCT Management Systems, Inc.
Certified Law Enforcement Instructor	Peace Officer Standards and Training

Academic Teaching Experience

- Advanced Studies of Law Enforcement (onsite)
Students investigate law enforcement in various forms, including the role of community policing as a viable option to traditional law enforcement. Students review the administrative structure of police organizations and practice and hone their report-writing skills.
- Biological Evidence I (online)
This introductory course introduces the students to the types of biological evidence commonly found at crime scenes and how to collect it. Biological evidence includes blood, semen, saliva, urine, feces, hair, and fingernails. Additional topics include autopsy, the primary departments of the crime laboratory, toxicology, forensic entomology, and noncollectable biological evidence.

- **CJ Organization and Administration** (onsite)
Examines the organization, administration, and practice of police, courts, and corrections organizations at the federal, state, and municipal levels.
- **Consequence Management: Terrorism Preparation & Response** (online)
Addresses the potential results of nuclear, biological, and chemical warfare and incidents. Topics include public health consequences, emergency planning and response measures, detection and management technologies, and vulnerabilities. Includes examination of the historical uses of chemical and biological weapons and the impacts of chemical and biological weapons.
- **Correctional Counseling** (online)
Introduces essential elements of interviewing, counseling, and techniques applicable to the criminal justice and correctional setting. Topics include treatment guidelines, evidence-based counseling practices, research findings, trends and statistics, program evaluations, and positions in journal review articles. Served as a Subject Matter Expert for the design of a new online course.
- **Correctional Operation and Administration** (onsite)
Addresses the structure, principles, organization, administration, and operations of various correctional institutions and programs.
- **Correctional Programs: Probation and Parole** (onsite and online)
Introduction to the probation and parole system in the United States and tracking an individual's progress through each phase of the system.
- **Correctional Systems** (onsite)
Provides an in-depth look at the various correctional systems in the United States today at the state, local, and federal levels. Students examine private-sector systems and how they compare with public institutions.
- **Crime and Society** (online)
This course considers the fundamental sociological theories and research findings concerning crime. The punishment and corrections process, organized crime, corporate crime, the police, the courts, and the impact of crime on the victim are examined.
- **Crime Scene Investigation** (online)
Covers methods and procedures for accurate crime scene examination, recording, and evidence recovery. Documentation, collection, and preservation of comprehensive physical evidence, gathering of latent fingerprints, and methods used to process trace and biological evidence are also examined.
- **Criminal Investigation** (onsite and online)
Explores the theoretical and practical aspects of criminal investigation and introduces the students to investigative processes, procedures, and challenges. When taught, a subcourse in Death Investigations was also provided to the students and served as the Subject Matter Expert for the new online course design.
- **Criminal Law** (onsite and online)
Introduces the student to criminal law, which involves imposing penalties for engaging in criminal conduct. The course also explores the distinction between criminal law, which the government enforces, and civil law, which private parties enforce.
- **Criminology** (onsite and online)
Takes an interdisciplinary and integrative approach to the study of crime. It includes an overview of criminological theories of causation, treatment, and punishment.
- **Crisis Intervention** (online)
Provides the student with practical knowledge and information to mediate a crisis effectively. This course reviews empirically validated approaches to crisis intervention. It describes the evolution of crisis intervention as a field, the theoretical bases, and the role of law enforcement in crises. In addition, assessment and diagnosis of psychological issues commonly found in crises are covered.

- **Crisis Negotiations** (online)
Explores the root causes of crisis, communication strategies for barricaded subjects, and approaches for dealing with Mental illness in High-stress environments. Also includes analysis of officer-involved use of force, officer suicide, and is primarily intended for criminal justice majors. Served as a Subject Matter Expert for the revision of the online course.
- **Current Issues in Criminal Justice** (online)
This course analyzes significant issues confronting modern-day criminal justice practitioners, including critical concepts of law enforcement, the courts, corrections, and juvenile justice.
- **Deviant Behavior** (online)
It provides a comparative analysis of various forms of deviant behavior in everyday life. Characterizations of deviants are studied in the context of individual behaviors. Recent findings and critical theories provide insight into deviant behavior and serve as predictors of such behavior.
- **Drugs and crime** (onsite and online)
Explores the history, extent, and drug abuse patterns in our Society. Students learn about the diversity of substances users abuse and their varying effects on the mind and body. Students also learn the kinds of dependencies users develop. This course also explores the relationship between drug use and crime.
- **Emergency Management** (online)
The course deals with emergency or disaster risk mitigation, preparedness, response, and recovery. Topics include managing complex organizations and emergency decision-making, interagency cooperation, risk assessment, planning and preparations, humanitarian interventions, and recovery challenges. Served as a Subject Matter Expert for the design of a new online course.
- **Emergency Planning** (online)
Explores planning within the emergency management field and its relationship to mitigation planning. The purpose, principles, processes, and resource aspects of planning, as well as the communication of plans, are considered from the perspective of planning teams and organizations. Governmental organizations and emergency planning operations are studied. Served as a Subject Matter Expert for the design of a new online course.
- **Essentials of Security** (onsite)
Presents an overview of security elements and types of organizations, focusing on security measures used to protect lives, property, proprietary information, and assets.
- **Family and Domestic Violence** (online)
Explores the definition of Domestic Violence and its various implications globally and regionally within the United States. Comprehensively examines the legal, social, and family implications of Family Violence and how the different components of the criminal justice system work to reduce such. Served as Subject Matter Expert for new online course design.
- **Forensics** (online)
Forensic science applies scientific methodology to crime scene investigation and crime solving. This course analyzes techniques of crime scene Investigation and the lawful gathering of evidence. Emphasis is placed upon the Federal Rules of Evidence, including the admissibility of physical evidence at trial, the role of forensic science in the criminal justice system, and the identification, collection, and preservation of physical evidence.
- **Forensics and Crime Scene Investigation** (onsite and online)
Explores the evolution and role of forensics in criminal justice and scientific crime scene investigation. Emphasis is placed on identification and detection methods, as well as on collecting and gathering evidence.
- **Homeland Security** (online)
Provides an introduction to homeland security and examines the roles of federal, state, and local agencies in preparing for and responding to threats of domestic and international terrorism. Analyzes the effects of 9/11 on the field of homeland security, as well as emerging threats such as cybersecurity and the protection of critical infrastructure.

- Homeland Security Organization (online)
Students examine federal, state, local, private, and other organizational structures involved in homeland security. The course focuses on developing homeland security from early to modern times, emphasizing the emerging security structure and culture.
- Introduction to Corrections (onsite and online)
Defines the punishment phase of the criminal justice system. It examines the interface between people, agencies, and organizations that manage criminals, as well as the significant challenges inherent in the system.
- Introduction to Criminal Justice (onsite and online)
Provides students with an essential overview of crime, law, and justice, as well as the essential areas of criminal justice studies.
- Investigations Management (online)
This course addresses criminal investigations from the perspective of a police manager or administrator and develops practical skills in investigative techniques. Legal, social, managerial, and community concerns regarding crime and investigations are evaluated. The relationships among investigators, prosecutors, and police managers are explored.
- Juvenile Justice (online)
Describes prevalent patterns of juvenile delinquency, relates these patterns to theories of child and adolescent development, and examines various theories about the causes of criminal behavior among juveniles. In addition, surveys the roles of police, courts, and delinquency intervention programs in the administration of juvenile justice. Emphasis is placed on prevention and early intervention strategies.
- Law Enforcement Reporting and Recording (onsite)
Introduces students to fundamental guidelines for reporting standards to the criminal justice community. It also examines how computers and technology are used as tools in the process.
- Policing Techniques: Interviewing & Interrogation (onsite)
Explores police techniques and tactics to combat and prevent crime. Emphasis is placed on the knowledge and practical skills of interviewing and interrogating witnesses and suspects, as well as the relevant legal parameters that must be followed during field procedures.
- Principles of Policing and Law Enforcement (onsite)
Introduction to policing and law enforcement, including a historical and social review. Emphasis is placed on contemporary strategies law enforcement organizations and administration use to combat and prevent crime.
- Private Investigations I (online)
Upon completing the course, the students understand the history of private investigations. The students compare and contrast the roles of a private investigator and a government investigator. The students learn to identify strategies for business development and the environment, and analyze ethical and liability issues involving private investigations. The student develops skills for practice techniques and surveillance.
- Research Methods in Criminal Justice (online) Examines current research in criminal justice for methodological approaches, design, and analysis, as well as its relevance to the field of justice administration. The use of statistics in research is covered. Served as Subject Matter Expert for new online course design.
- Senior Capstone Experience (online)
The capstone course supports students in learning to pose significant questions grounded in existing theory and inquiry, select and use methods appropriate to the question and research context, produce appropriate evidence, subject to analysis, respond to critiques, provide advice and comments for others' research, and organize oral and written presentations in response to fair and open critiques.
- Social Justice and Ethics (online)
Examines the foundations of social justice theory and their application to criminal justice theories and practice. Issues such as social policy, diversity, welfare, and alternative social programs provide students with a working understanding of the interrelation and cooperative relationship between social and criminal justice issues. Students understand the ethical applications of both social justice initiatives and criminal justice policies and initiatives.

- Social Psychology (onsite)
Explores theories and principles of social interaction, influences, and individuals' thoughts and actions.
- Spatial Aspects of Crime (onsite)
Offers instruction on using computer technology in crime mapping to solve crimes. Emphasis is placed on crime and place, the use of geographic information systems, and spatial analysis of crime.
- State & Local Government (onsite)
Study institutions and structures of state, city, and county governments, and policy areas within their respective provinces, such as education, law enforcement, welfare, policy, citizen responsibility, etc.
- Substance Abuse and Crime in America (onsite and online)
Investigates the relationship between substance abuse and crime in America. Emphasis is placed on methods used for detecting and preventing substance abuse.
- The Criminalistics of Computer Forensics (onsite)
Introduces the student to system forensics investigation and response, including collecting, analyzing, recovering, and preserving forensic evidence.
- The Criminalistics of Cybercrime (onsite)
Examines the scope of cybercrime, the cybersecurity threat, and the legal considerations facing law enforcement and cybersecurity professionals in discovering, investigating, and prosecuting cybercrime. The role of intrusion detection in information security and the different tools used to detect intrusion are discussed.
- Theory and Practice of Corrections (onsite and online)
Includes the historical foundations, ideological and pragmatic justifications for punishment, sentencing trends, and alternatives to incarceration. The organization, operation, and management of correctional institutions, correctional systems, inmate life, treatment, discharge, and parole are also examined. Served as Subject Matter Expert for new online course design.
- Victimology (onsite and online)
Presents the scientific study of crime victims and public policy responses to victims and their situations. It also looks at the different types of victimization, how victimization rates are measured, and what attempts the government has made to increase victims' involvement in the criminal justice system.

(Full CV references and proofs available upon request.)